

July 27, 2000

TECHNICAL LEADERSHIP DEVELOPMENT PROGRAM TIMELINE CHART

The Technical Leadership Development program (TLDP) is designed to provide a rigorous developmental program for new TLDP interns. The TLDP can be shown as a series of rotational and training assignments which overlay the normal hiring, work assignment, and training and development assignments that new employees would normally enjoy.

Standard, Entry-Level Employee Developmental Sequence: Example

Jul 2000	Jun - Jul 2001	Jun - Jul 2002	Jul 2003
Year 1	Year 2	Year 3	
Employee hired, supervisor assigned, home office orientation, IDP and performance elements within 60 days. Probationary Period # Performance Rating #	Continuing work assignments and special projects to extend and test employee competencies. # Career Ladder Promotion # Revised IDP Performance Rating #	Continuing work assignments and special projects to extend and test employee competencies. # Career Ladder Promotion # Revised IDP Performance Rating # Career status obtained #	
Individualized training to meet site, office and employee needs.	Individualized training to meet site, office and employee needs.	Individualized training to meet site, office and employee needs.	
		Special developmental training or work assignment may take place to meet developmental needs for future assignments.	

In the TLDP, we have Home Office on-the-job and individualized training to meet office and intern needs AND a mentor, core training, and rotational work assignments. Home offices need to make use of work project assignments, rotational assignments, individualized training, and core training in a flexible manner to best meet home office and individual intern needs while providing the intern an opportunity to learn DOE core functional requirements.

Technical Leadership Development Program Sequence - FY 2000 Class:

Home Supervisor, Mentor, Rotational Assignment Supervisors for Three Rotational Assignments-Supported by TLDP Coordinator
Three Core Discipline Fields: Scientific and Technical, Business/Work Practices, Leadership & Management.

Jul 2000	Dec-Jan	Jun - Jul 2001	Dec-Jan	Jun - Jul 2002	Dec-Jan	Jul 2003
Start: Home Office						End: Home Office
Employee hired, home office orientation, IDP & perform. elements within 60 days.	Home Office & Core Technical Training	Formal Rotation: M&O/I, Lab, HQ, Field site & Core Training	Formal Rotation: M&O/I, Lab, HQ, Field site	Formal Rotation: M&O/I, Lab, HQ, Field site & Core Training		
#Home Supervisor	----->					
		Rotation Supervisor	Rotation Supervisor	Rotation Supervisor		
#Mentor assigned	----->					
Individualized	Training	----- >				Target Position
TLDP Core Training	(1) Technical Training - <u>est.</u> Feb-May 2001	(2) Business/Work Practices Training - <u>est.</u> Oct-Nov 2001		(3) Leadership & Man. Training <u>est.</u> Oct-Nov 2002		
Probationary Performance	Period # Rating #	# Career Ladder Promotion # Revised IDP	Performance Rating #	# Career Ladder Promotion # Revised IDP	Performance Rating # Career status obtained #	
Home Office Option		Accelerated Promotion #		Career Ladder Promotion #		